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COORDINATION QUESTIONS

United Nations common system

Note by the Secretariat

1. In its decision 1993/211 of 12 February 1993, the Economic and Social Council, decided to initiate, at its substantive session of 1993, a discussion of the relationship agreements between the United Nations and member organizations of the United Nations common system.

2. The information contained in the annex to the present note is drawn from the reports of the International Civil Service Commission for the year 1991 1/ and for the year 1992 2/ concerning the implementation of General Assembly resolutions 45/268 of 29 July 1991 and 46/191 B of 31 July 1992 on the United Nations common system. It is being made available to the Council to assist in the discussion of the question.

1/ Official Records of the General Assembly, Forty-sixth Session, Supplement No. 30 (A/46/30), vol. I.

2/ Ibid., Forty-seventh Session, Supplement No. 30 (A/47/30).

Annex

A. EXTRACT FROM THE REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION FOR THE YEAR 1991

C. General Assembly resolution 45/268: United Nations common system and United Nations pension system

16. The General Assembly, at its forty-fifth session, on 21 June 1991, decided to reopen its consideration of agenda items 127 and 128 dealing with the United Nations common system and the United Nations pension system, respectively. The Assembly allocated the items to the Fifth Committee for its consideration and the latter considered the decision of the International Labour Conference at its seventy-eighth session to proceed with its proposal to establish a Voluntary Thrift Benefit Fund. The Fifth Committee also considered the decision of the Administrative Council of the International Telecommunication Union (ITU) to implement unilaterally a pension purchasing power protection insurance plan (PPPPIP) as well as the decision of the Secretary-General of ITU to grant a special post allowance to headquarters staff at the Professional and Director levels.

17. In its resolution 45/268 of 29 July 1991, the General Assembly expressed concern about the potential impact on the United Nations common system and the United Nations pension system of the above-mentioned decisions of ILO and ITU and requested the Commission and the Pension Board to examine the basis for the decisions taken by those organizations and their implications for the common system, within the context of their respective relevant work programmes and to report thereon to the Assembly at its forty-sixth session. The Assembly reiterated its request to the Commission and the Board to place the highest priority on ensuring that the reports requested in its resolution 45/241 on the common system and in its resolution 45/242 of 21 December 1990 on the pension system were available for full consideration by the Assembly at its forty-sixth session.

18. The Commission had already addressed the issue of the ILO Thrift Benefit Fund at its March 1991 session. As regards the ITU decision on PPPPIP, the Commission noted that the Pension Board had dealt with the matter under its mandate. The Commission addressed the issue of special post allowance (SPA) for ITU staff at its August session.

1. Voluntary Thrift Benefit Fund for officials of the International Labour Organisation

19. As stated above, the Commission's substantive consideration of the matter took place at its March 1991 session. The details are provided in paragraphs 20 to 31, below.

Views of the representative of the International Labour Organisation

20. The representative of ILO emphasized that, in instituting the savings plan system, the intention of the Governing Body of ILO had not been to create a new condition of service for its staff in contradiction with the common system but, quite to the contrary, to come back more fully into line with the common system in respect of one of its fundamental elements, pensions. He added that ILO, under the interpretation given by the ILO Administrative Tribunal of one of the provisions of its staff regulations (art. 3.1.1.), currently had an autonomous responsibility as regards the definition of pensionable remuneration and was accountable for any change in that definition before the ILO Tribunal. This had resulted recently in the payment of very substantial complementary pension payments to more than 300 retired ILO staff as a consequence of a temporary divergence between the United Nations pensionable remuneration scale and the ILO scale. It could result in even more serious consequences in the future, and the ILO Governing Body thus considered that the ILO autonomy, as regards the definition of pensionable remuneration, should be relinquished. For political and legal reasons, however, ILO could not do away with what had been considered by their staff as an important element of their conditions of service without some compensatory measure, which would make it more difficult to challenge the amendment to staff regulations before the Tribunal.

21. The only element that could have a certain incidence on the common system was the endowment of up to $4,875,000, which had to be confirmed by the International Labour Conference. However, it had to be understood in that respect that the (limited) advantages deriving from this endowment for serving officials was compensation for the loss of the potentially substantial advantage they could derive from the current definition of pensionable remuneration in its staff regulations, as interpreted by the ILO Tribunal. The possible objections in respect of this endowment might thus be overcome if it were made clear in the finalization of the rules of the savings plan by the Management Committee that the endowment should be used exclusively to improve the conditions offered to officials in service at the time of the amendment to article 3.1.1., and the Commission would certainly be welcome to give its views in this respect.

22. In conclusion, the ILO representative emphasized that ILO and ICSC had common interests with respect to the savings plan. They both had an interest in abolishing the anomalous situation in which ILO had found itself and they had an interest that the anomaly should be removed without incurring any judicial risk. In that respect, the final success of the savings plan constituted a vital element without which ILO might be condemned irreversibly to return to its previous anomaly.

Discussion by the Commission

23. In response to a question raised by a member of the Commission as to whether the decision of the ILO Governing Body was final or required confirmation by the General Conference, the representative of ILO stated that the General Conference would have to approve the funds for the scheme. A view

was expressed that the establishment of the Voluntary Thrift Benefit Fund, with contributions from member States, would result in the payment of an indemnity associated with the change in the ILO staff regulations. This, in turn, would result in increasing the retirement benefit for ILO staff, thus placing ILO in an advantageous position vis-à-vis other organizations of the common system.

24. The Commission noted that, in response to a recommendation from the Pension Board, all organizations, with the exception of ILO, had adapted their staff regulations whereby the definition of pensionable remuneration for all categories of staff was embodied in the regulations of the Fund under article 54 and a cross-reference to that article of the Fund was provided in the regulations of the individual organizations. ILO, however, did not follow this route and maintained the definition of pensionable remuneration for all categories of staff under article 3.1.1. of its regulations. The Commission was therefore of the view that the difficulties currently faced by ILO were a direct consequence of the above-mentioned decision taken by the ILO administration in 1980.

25. While noting the special circumstances in which ILO found itself, some members expressed concern that the ILO administration had not seized the Commission of this matter earlier. It was of the view that the ILO administration should have approached the Commission with the full details of the problem faced and the solution proposed before a final decision on the matter was taken by the Governing Body. It was also noted that the representatives of ILO who had participated in the work of the Commission beginning on 8 March 1991 had not informed the Commission of a decision taken by the Governing Body on 4 March 1991. The Commission learned of the decision of the ILO Governing Body when the letter dated 4 March from the Director-General of ILO to the Chairman of the Commission was received in New York on 22 March, when the Commission was in session at UNESCO headquarters in Paris.

26. The Chairman of the Commission informed members that, although the letter from the Director-General of ILO informing him of the decision of the Governing Body had been received only recently, the Director-General had been in touch with the Chairman concerning the matter in February. At the time, the Chairman had informed the ILO administration that, under the statutory provisions, he was not in a position to take any decision or submit the views of ICSC on the then proposed Voluntary Thrift Benefit Fund. Such views could only be formulated by the Commission as a whole and the Chairman had therefore suggested to the Director-General of ILO that the latter might wish to place the matter on the agenda of the current session. However, there was no request from ILO to include the matter on the agenda of the thirty-third session. Consequently, the issue arose very late during the Commission's session, when the 4 March letter from the ILO Director-General was received.

27. A view was expressed that the legislative organs of the organizations were sovereign authorities and thus had the right to change staff regulations of the organizations. This was the first time that an organization had been

placed in a position to pay compensation for the amendment of a staff regulation.

28. The Commission noted that the ILO Governing Body was faced with a delicate problem. It was further noted that the issue was an object of difficult discussions. The Commission was nevertheless of the view that it would have preferred if the ILO administration had approached the Commission prior to the decision by the Governing Body. However, as the Commission was currently faced with a decision already taken and inasmuch as it had had no part in the final decision, it could not comment on the substantive elements of the scheme. However, the Commission was of the view that, since the Voluntary Savings Plan was being established in the context of the change in article 3.1.1. dealing with the definition of the pensionable remuneration and the impact of this change on staff, there was no justification to extend the benefit arising from the Savings Plan to staff members joining ILO after the date on which the change had been effected, that is, 27 February 1991. Some members of the Commission felt that the Fund should have a time-limit and that the time-limit should be as short as possible. As regards the contribution to the Savings Plan by the Member States, it was noted that the payment of $4,875,000 was intended to be a one-time endowment.

29. The Commission was of the view that the decision by the ILO Governing Body should not be used as a precedent either by ILO or by other organizations to set up similar schemes.

30. The Commission was of the view that its comments and conclusions should not be interpreted as an approval of the decision of the ILO Governing Body concerning the establishment of the Voluntary Thrift Benefit Fund. In that regard, it was recalled that the Commission was established for the regulation and coordination of the conditions of service of the United Nations common system. It was implicit in that mandate that the Commission ensured that equitable conditions of service be applied to staff from all organizations.

Conclusions of the Commission

31. The Commission concluded that:

(a) The ILO administration had found itself in a delicate situation vis-à-vis the amendment of staff regulation 3.1.1. Further, the ILO administration was endeavouring to follow the common system as regards the definition of the pensionable remuneration. The decision by the Governing Body of ILO concerning the establishment of the Voluntary Thrift Benefit Fund was the result of difficult negotiations among all parties concerned;

(b) It was faced with a decision by the ILO Governing Body which had been taken without prior consultations with ICSC;

(c) It would take note of the decision of the ILO Governing Body and express concern at the decision;

(d) It would note that the scheme was a part of an overall package designed to remove definitively a serious contradiction in staff regulations specific to ILO and that as such the ILO decision should not be invoked as a precedent by other organizations or even by ILO itself;

(e) The decision by the ILO Governing Body should only concern staff members who were affected by the change in staff regulation 3.1.1., effective 27 February 1991;

(f) It would take note that a one-time endowment of $4,875,000 to the ILO Savings Plan was to be made by the Member States.

32. At its August session, the Commission was informed by the representative of ILO that, at its seventy-eighth session in June 1991, the International Labour Conference had adopted a resolution authorizing the financing of the Voluntary Thrift Benefit Fund. The Commission was also informed that the ILO staff regulation concerning the definition of the pensionable remuneration had been amended. The statute of the Fund and the regulations had been adopted recently by ILO and submitted to the Commission.

2. Action by the International Telecommunication Union concerning the granting of special post allowance

Views of ITU

33. The representative of ITU informed the Commission that a High-Level Committee composed of representatives of 21 member States of ITU had been established following a decision of the ITU Plenipotentiary Conference (Nice, 1989) to consider basic changes in the functioning of ITU. The ITU Administrative Council was informed that staff in the Professional and higher categories would be involved in the implementation of the recommendations of that Committee and that a special post allowance (SPA) was proposed to be given to the members of staff in those categories who would effectively contribute to the said implementation as a recognition of the additional work accomplished. The legal basis for the granting of SPAs was provided by the administration under article 3.8 (b) of the ITU staff regulations. The ITU Secretary-General had written to all staff members informing them of his decision to entrust to them additional tasks of a temporary nature in the context of the implementation of the High-Level Committee's recommendation. This additional work was not intended to detract staff members from the accomplishment of their normal duties.

34. The ITU representative added that the SPA would be payable only to staff who in fact accomplished the tasks assigned to them. No payment had been made to date and only in December 1991 would supervisors report as to the work performed by each of their subordinates and the decision as to who would receive the SPA would be made at that time. The exact number of the staff members who would receive the SPA was currently not known. In response to a

question by a member of the Commission, the representative of ITU stated that the ITU decision on SPAs was not incompatible with the common system. He added that in his view "common system" did not mean "an identical system".

35. The ITU representative explained that, under article 3.8 of the staff regulations, two types of SPAs could be granted. The first would apply under article 3.8 (a) when a post became vacant for which a candidate would be chosen for a given period of time. The proposed SPAs would be granted under the provisions of article 3.8 (b) which applied when additional responsibilities were temporarily given to staff members as a result of which they were rewarded with SPAs at the higher level. He added that SPAs had been granted under that provision in the past.

Views of the organizations

36. In response to questions by several members of the Commission about the reaction of the organizations as a whole to the measures taken in the ILO and ITU, the Chairman of CCAQ responded that it was not for the Committee to take a position on specific measures adopted by individual agencies. At one level, however, the recent actions by ILO and ITU could be considered symptomatic of a general malaise resulting from the constant deterioration of salaries and other conditions of employment of staff of the common system. The organizations believed, however, that rather than focusing on ad hoc solutions adopted by individual agencies, it was more relevant to take a look at the overall functioning of the common system in the 1990s. CCAQ itself, at its recent session, had held a free-ranging discussion on the nature and objectives of the common system, one general conclusion of which had been that the common system needed to react to changing times in a more flexible and dynamic manner.

Discussion by the Commission

37. The Commission noted that the issue arising out of the decision of the ITU Administrative Council concerning PPPPIP had been addressed by the Pension Board at its July 1991 session as part of its consideration of the pension adjustment system.

38. Responding to the General Assembly request to examine the basis for the decision taken by ITU regarding SPAs, the Commission reviewed article 3.8 of the ITU Staff Regulations and Rules on this matter. Most members were of the view that the provisions of article 3.8 of the ITU regulations were clearly not intended to cover the totality or even a majority of the ITU staff in terms of the granting of SPAs. The article was intended to cover, at best, a very limited number of staff members. That was particularly so as the regulation invoked by the Secretary-General of ITU, that is, article 3.8 (b), reflected an exception to the general principle, referred to in paragraph (a), and did not constitute the principle itself. Those members were of the firm opinion that such exceptions were intended to be used sparingly to retain and safeguard their particularity. Added to the above, article 3.8 (a) was clear in its reference to an "existing" post of higher grade the responsibility of

which could temporarily be assumed by a staff member. Grades involved in the ITU decision, however, related to positions already filled. In response to the assertion by the representative of ITU that individuals would receive the proposed allowance for performing higher level duties, several members questioned how implementation of the High-Level Committee's report could possibly require the performance of higher level duties by all, most, or even a significant portion of staff at all levels. Questions were also raised as regards the appropriateness of assigning the same additional responsibilities to two staff members at different levels and granting SPAs to both. It was pointed out that the SPA to ITU staff appeared to be some sort of a performance based cash award. Ironically, one of the recommendations in the consultant's report was for ITU to experiment with the use of non-monetary awards for productivity and other performance improvements.

39. A view was expressed that the decision regarding the payment of SPAs by the Secretary-General of ITU was taken following the rejection by the Administrative Council of the proposal to pay an extra month's salary to all Professional staff of the Union. In that regard, the Commission was informed by the representative of ITU that the proposal for the payment of an extra month's salary was never submitted by the ITU Secretary-General to the Administrative Council. As to the effects of the decision of ITU concerning the granting of SPAs, most members of the Commission were of the view that the allowance would be granted to a significant number of staff members and that, in effect, it amounted to an across-the-board increase decided upon by the agency. ITU staff would therefore be in a more advantageous situation than those working for other organizations of the common system.

40. One member of the Commission pointed out that SPAs would not be granted to all staff in the Professional and higher categories at ITU. He recalled that several Professional staff members had been seconded to service the 1965 Plenipotentiary Conference of ITU. All those staff members had been granted special conditions for the duration of the Conference and even for specific work which had taken place after the Conference. Another member noted that according to the representative of ITU, SPAs to be granted to ITU staff were of a temporary nature and would not be granted to all staff.

41. The Commission then proceeded to discuss the view of the Secretary-General of ITU to the effect that the common system did not require identical application of all common system procedures by each and every organization but that it allowed for flexibility for exceptional measures to be taken in order to solve specific problems of an organization. In that respect, it noted the reference to the Salary Review Committee Report (1956) contained in General Assembly document A/3209. The view of the Salary Review Committee contained in document A/3209 was used by ITU as the basis for the interpretation of the norms of the common system. In the course of the discussions, however, it appeared that the Salary Review Committee Report had never been adopted by the General Assembly and that it had predated the establishment of ICSC by the General Assembly in 1974 by 18 years. Furthermore, the findings of the Salary Review Committee had been superseded by the Special Committee for the Review of the United Nations Salary System, established in 1972.

42. A general view prevailed that the ITU staff regulations and rules were used for a purpose which they were never intended to serve. In the process the Union had departed knowingly and intentionally from the common system. That had been achieved by a highly subjective interpretation given to the way the common system worked and what it implied. Those interpretations were based on totally outdated and irrelevant material.

43. Several members noted that in view of the diversity of their work programmes, organizations were facing specific problems which had to be addressed through ad hoc solutions. They were of the view that many of the specialized agencies were facing serious difficulties with respect to recruitment and retention of qualified staff from certain highly technical occupational groups. A common system solution to those problems should be found by providing some flexibility within the current system. Unilateral action similar to that by ITU was not the solution to overcome such difficulties.

44. The Commission was of the view that the decision by ITU to grant SPAs to its staff from the Professional and higher categories was incompatible with the concept of the common system.

Decisions of the Commission

45. The Commission:

(a) Deeply regretted the unilateral action by ITU which was contrary to the norms of the common system;

(b) Expressed concern that the ITU decision had been reached without previous consultations with the Commission or its Chairman;

(c) Affirmed that the unilateral action by ITU did not constitute a precedent. It invited organizations to consult with the Commission in their quest for a solution to all their problems thereby ensuring that the norms of the common system were followed;

(d) Invited all organizations to cooperate fully with the Commission on all matters falling within the Commission's mandate under its statute.

B. EXTRACT FROM THE REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION FOR THE YEAR 1992

C. Resolution 46/191 B: Action by the International Telecommunication Union concerning the granting of special post allowance

31. By resolution 46/191 B of 31 July 1992, the United Nations General Assembly requested the Commission to assess the impact on the common system of the International Telecommunication Union (ITU) Administrative Council resolution R.1024 concerning the payment of a special post allowance (SPA),

the interpretation of staff rules and the convening of the tripartite consultative group outside the ICSC rules of procedure, and to recommend to the Assembly at its forty-seventh session that appropriate measures should be taken. The Assembly also requested the Commission to propose measures to enforce and enhance respect for, and adherence by, all organizations to the common system of salaries, allowances and conditions of service.

32. It will be recalled that the action by ITU concerning the granting of an SPA was discussed by the Commission at its summer session in 1991 in response to General Assembly resolution 45/268 of 28 June 1991. Details of the Commission's consideration of this matter in 1991 are contained in its seventeenth annual report. In summary, the unilateral action by ITU had been deeply regretted as incompatible with the common system. That view was endorsed by the General Assembly in resolution 46/191.

Views of ITU

33. The representative of ITU invited the Commission to note that the ITU Administrative Council, by its resolution R.1024 of 8 July 1992, had accepted the views of the Commission, endorsed by the United Nations General Assembly, with regard to the action taken by ITU in applying its staff regulation 3.8(b). He informed the Commission that, during the period from 1 July to 31 December 1991, some 90 per cent of the staff in the Professional and higher categories had performed the additional work requested of them and had been paid the SPA. As established in May 1991, the additional work was continuing during the period from 1 February to 31 July 1992 and there was a legal commitment to grant the corresponding SPA payments to those staff members who had actually performed the additional work. However, a further payment of SPA beyond the two instalments was not proposed. He assured the Commission that the payments of SPA under 3.8(b) had stopped on 31 July 1992 and that the ITU Secretary-General did not intend to propose any further payments under this regulation.

34. He invited the Commission to note that the ITU Administrative Council had invited the Commission, as a subsidiary organ of the United Nations General Assembly, to be represented in the meetings of ITU as part of the delegation of the United Nations, which had an observer status. In order for the Commission to be present at the ITU meetings in its own right, the ITU Convention would have to be changed. The Commission was also invited to participate in the tripartite consultative group, established by the ITU Administrative Council to study various issues pertaining to the Professional salary system.

Discussion by the Commission

35. The Commission noted that, although the decision to grant an SPA to ITU Professional and higher category staff had been taken before this matter was considered by the Commission and the General Assembly, it had been implemented after both those bodies had expressed their strong opposition to this measure.

36. It was noted that the ITU Administrative Council, in resolution R.1024, had accepted the view of the Commission, endorsed by the General Assembly, that the action taken by ITU in regard to special post allowances was incompatible with the common system, and had resolved that any further application of regulation 3.8(b) must be in strict conformity with the wording of that regulation and fully in line with the common system, and must not be in contravention of the views already expressed on this matter by the General Assembly and ICSC. This implied that the ITU Administrative Council had recognized that the ITU Secretary-General's decision on the granting of SPAs was not in conformity with the provisions of regulation 3.8(b). While that acknowledgement was welcome, the Commission considered that its correct and logical consequence would have been for the Council to take tangible steps to redress the situation by witholding the payment of the second instalment instead of allowing it to proceed. In the Commission's view, the second payment of SPA under Staff Regulation 3.8(b) was most unfortunate.

37. In that regard, it was also noted that, under ITU regulation 3.8(b), the Secretary-General was authorized to pay an SPA for a period not exceeding six months. However, the decision had been taken by the ITU Secretary-General in May 1991 to pay the SPA in two instalments of six months each. That was a further and deliberate deviation from ITU regulation 3.8(b), which in itself was inherently inconsistent with the fundamental rationale for the payment of SPAs.

38. The Commission next addressed the Assembly's request for proposals with respect measures to enforce and enhance respect for and adherence by all organizations to the common system of salaries etc. It considered that the most effective measure in this regard would be for the Commission to be invited to attend the meetings of the governing bodies of all organizations of the common system when proposals pertaining to salaries, allowances, benefits and other conditions of employment were discussed. The Commission recalled that it had made recommendations to the organizations along these lines in the past. The only way the Commission could be absolutely sure of being invited to participate in these meetings, however, would be for the General Assembly to make such invitations a mandatory requirement for all organizations. The Commission acknowledged that this might necessitate changes in the constitutions of some organizations, but considered that, unless the Assembly insisted on such a course of action, similar problems could arise in future.

39. The Commission was of the view that serious discrepancies, similar to those between regulation 3.8(b) and the relevant provisions for the granting of SPAs in other organizations, should be identified with a view to introducing greater uniformity in the organizations' staff regulations. It recalled that this exercise had been initiated several years earlier under article 15 of its statute. In view of other priorities, and notably the comprehensive review of conditions of service of the Professional and higher categories, as well as the review of General Service pensionable remuneration and salary survey methodology, the matter had not been brought to completion. The Commission considered that, in the interests of promoting adherence to the common system, this exercise should be carried forward on a priority basis.

It therefore requested its secretariat to identify serious discrepancies in the staff rules and regulations of common system organizations and to report thereon to the Commission at its summer session of 1993. The Commission trusted that it could count on the active cooperation of the organizations in this matter. On the basis of that report, the Commission would present appropriate recommendations to the General Assembly and the governing bodies of other organizations of the common system. Some members were of the view that, pending the completion of the above study, a recommendation should be made to the ITU Administrative Council to eliminate regulation 3.8(b).

40. The Commission welcomed the fact that the ITU Secretary-General had invited it to be represented at the ITU Administrative Council and to participate in the tripartite consultative group; this it considered would be beneficial to the maintenance and strengthening of the common system. As regards the proposal by ITU that ICSC should attend the meetings of the ITU Administrative Council as part of the United Nations delegation, the Commission felt that such participation would be inappropriate, since ICSC was a subsidiary organ of the General Assembly with its own identity and statute. It requested its Chairman to undertake the necessary consultations in order to clarify the participating status of the Commission.

41. The Commission noted that the tripartite consultative group established by the ITU Administrative Council, was to examine documents pertaining to various aspects of the Professional salary system, including recruitment and retention difficulties and the possibility of introducing special pay rates. It requested ITU to note that it had already initiated consideration of this matter, which would be pursued at its spring session of 1993.

42. The Commission considered that although the decision by the ITU Secretary-General in 1991 to grant SPAs under ITU Staff Regulation 3.8(b) constituted a breach of the common system, some progress was represented by the fact that ITU Administrative Council resolution 1024 acknowledged this to be the case. It expressed the hope that situations such as that currently under discussion would be avoided in future by close cooperation between itself and the organizations, including ITU.

Decisions of the Commission

43. The Commission:

(a) Reiterated its deep regret concerning the unilateral action by ITU which was contrary to the norms of the common system;

(b) Deplored the fact that not only had the first instalment of SPA under Staff Regulation 3.8(b) been paid, after the Commission and the General Assembly had expressed strong opposition to such action, but that it was now proposed to pay a second instalment;

(c) Reaffirmed that the unilateral action by ITU should not constitute a precedent;

(d) Urged the organizations, when confronting problems pertaining to issues falling under the Commission's mandate, to consult with the Commission in a timely manner, thereby ensuring that the norms of the common system were followed;

(e) Decided to undertake, on a priority basis, a study of the organizations' staff rules and regulations, under article 15 of its statute, with a view to identifying serious discrepancies and making appropriate recommendations to the General Assembly and to the governing bodies of other organizations;

(f) Recommended that the General Assembly should make it mandatory for all organizations to invite the Commission to be represented at meetings where proposals pertaining to salaries, allowances, benefits and other conditions of employment were discussed;

(g) Accepted with appreciation the invitation of ITU to participate in its meetings, pending further clarification of the participating status of the Commission.